

# JENNIFER BAILEY, MSN, RN

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## PROFESSIONAL SUMMARY

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Experienced Nursing Director committed to leading and facilitating change within health care (**12+ years of RN Leadership experience**). Skilled change agent with Population Health experience integrating best-evidence practices resulting in the highest quality of care delivered to patients and their families. LEAN minded leader with a proven track record for improving departmental patient safety, patient satisfaction, and employee retention metrics. Additional skills include:

- Innovative Leader
- Strategic Planner
- Employee Development
- Resource Management
- Budget Management
- LEAN Six Sigma Practitioner
- Network Development
- Employee Relationship
- Change Management

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## HEALTHCARE EXPERIENCE

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### CONE HEALTH

NURSING DIRECTOR OF INPATIENT REHABILITATION UNIT

JUL 2016 TO PRESENT

GREENSBORO, NC

*49 licensed beds, currently capped at 39 and ADC of 38 (we have increased the ADC throughout the 5 years I have been here.) Oversee 90+ Nursing staff including RNs, LPNs, and NTs. Supervise care delivery systems to ensure accuracy and consistency, provide clinical expertise, ensure facility and patient care goals are delivered, ensure quality assurance and compliance with local, state, Federal regulations while meeting budgetary compliance.*

- Consistent Joint Commission and CARF Accreditation preparedness for staff
- Increased staffing by implementing Team Model with utilization of LPNs
- Reduced falls by 33% within 6 months; Decreased CAUTIs by 67%
- Decreased LOS & increased discharges to community from 93rd percentile in 2018 to 96th percentile in 2019 YTD
- Met budget and productivity standards at 103% YTD
- Improved turnover from 13% to 3% from 2017 to 2019
- Promoted Nurses to present at the State, Regional, and National Conferences for Rehabilitation
- Interim Director for Med/Surg/Progressive Care department that was converted to COVID department and converted to a Hybrid COVID department during interim period of March 2021 to May 2021
- Interim Director for Neuro Progressive Care with 36 beds

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### VIDANT MEDICAL CENTER

COORDINATOR FOR CCPEC DISTRICT IIA

OCT 2014 TO JUN 2016

GREENVILLE, NC

*Transitional care for Medicaid population. Supervised three counties of RN Care Managers, LCSWs, and Pharmacists to improve ED utilization, readmission rates, and compliance with plan of care including provider visits and medication management. Coordinated and collaborated with local hospitals and health departments in the three counties to achieve Medicaid and Hospital initiatives.*

- Provided leadership to District IIA Team of Care Managers and Patient Advocate
- Reduced readmission rates of Medicaid High Risk patients by 5% within 1 year
- Ensured Standardized Plan of Care was followed for Patients of District IIA
- Worked with multiple Human Resource Departments for management of staff
- Collaborated and provided direction of Patient Workflow within District IIA
- Ensured budgets were met for District IIA

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**NASH HEALTH CARE SYSTEMS**

STAFF RN AT BRYANT T. ALDRIDGE REHABILITATION CENTER

**MAY 2011 TO JUN 2016**

ROCKY MOUNT, NC

*25 bed freestanding Inpatient Rehabilitation Facility. Responsible for providing direct care to patients, ensuring quality of care was maintained and assisting with progressing patient and family to the next level. Served as a Charge Nurse with oversight of RNs and NAs on that shift to ensure quality of care was provided. Utilized resources to cover for any staffing needs during the shift or for the oncoming shift. Participated in Interdisciplinary Fall Committee. Chair of Shared Governance. Presented to CARF during survey.*

- Led Unit Base Council and increased Unit participation by 25%
- Participated in the Interdisciplinary Falls Committee, reducing Falls by 45%
- Participated in Lean Project, increasing efficiency for Nursing Care by 15%
- Provided direct care including assessments, medication administration, and care plans
- Charge nurse duties included making assignments and directing critical care
- Precepted new RNs; Served as a CPR instructor

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**NASH HEALTH CARE SYSTEMS**

STAFF RN ON SURGICAL INPATIENT UNIT

**MAY 2008 TO MAY 2011**

ROCKY MOUNT, NC

*Provided direct care to pre and post-op surgical patients and any medical patients that were admitted. Ensured quality of care was maintained with care and the latest standards and evidence-based practices were implemented. Participated in Shared Governance. Participated in an interdisciplinary practice council to review policies.*

- Participated on the Hospital Quality Council while precepting new RNs
- Provided direct care including assessments, medication administration, and care plans
- Charge Nurse duties included making assignments and directing critical care

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**HALIFAX COMMUNITY COLLEGE**

NURSING INSTRUCTOR (P/T)

**AUG 2013 TO OCT 2014**

WELDON, NC

*Facilitated clinical oversight of first/second semester ADN Nursing Students. Promoted and sought out learning opportunities for the nursing students. Collaborated with Director of Nursing Program to capitalize on learning opportunities at all potential facility sights.*

- Clinical Instructor for first level Nursing Students

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**REHABCARE GROUP, INC**

PROGRAM DIRECTOR OF ARU AT HERITAGE HOSPITAL

**OCT 2005 TO MAY 2008**

SAINT LOUIS, MO

*Acute Rehabilitation Unit within the hospital with 15 beds. Provided direct supervision of 10 to 15 therapy staff, including Physical Therapy, Occupational Therapy, and Speech Therapy, along with Admission Coordinator, and Social Worker. Responsible for meeting regulations of ARU, meeting financial and operational budget, strategic planning including SWOT analysis, developing and preparing yearly budgets, networking to increase referrals, liaison for Rehab Care and Vidant Health Care at Heritage Hospital, and capitalizing on all marketing potentials including swing beds.*

- Increased Census by 40%
- Defended Denials of Palmetto, FI for 60% rule and overturned ruling
- Initiated Interdisciplinary Team Bedside Conference; Initiated Interdisciplinary Team Huddles
- Yearly Strategic Planning, Quarterly Quality Benchmarks; Yearly and Monthly Budgets
- Ensured State, Federal, and Credentialing Regulations were always met
- Direct management of therapy staff, a social worker, and the marketing director

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**HERITAGE HOSPITAL**

SEP 2003 TO OCT 2005

NURSE MANAGER OF REHABILITATION UNIT AND DON OF SKILLED UNIT

TARBORO, NC

15 ARU beds and 10 skilled beds. Responsible for development and maintenance of a high-quality program, meeting all regulations of local, state, and Federal. Responsible for meeting and developing financial and operation budgets for both departments, responsible for leading and supervising nursing team for both ARU and Skilled unit, which included 40 nursing staff members of RNs, LPNs, and NAs, responsible for developing, implementing, and reviewing policies and procedures for both ARU and Skilled unit.

- One Year Deficiency Free Annual Survey; One Year with 1 Deficiency for Annual Survey
- Yearly and monthly budgets including variance reports; Capital Requests
- Ensured State, Federal, and Credentialing Regulations were met
- Development and maintenance of skin care program; Management of nursing staff

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**EDUCATION**

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- Doctorate of Nursing Practice (DNP), University of NC – Greensboro May 2022
- Master of Science in Nursing (3.94 GPA), East Carolina University May 2014
- Bachelor of Science in Nursing (3.86 GPA), East Carolina University Dec 2011
- Associates of Science in Nursing (3.83 GPA), Wilson Community College May 1996

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**CERTIFICATIONS**

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- CCM May 2016 to May 2021
- CRRN Dec 2006
- NE-BC May 2019

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**MEMBERSHIPS**

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- National Member of Association of Rehabilitation Nurses
- NC Chapter Member of Association of Rehabilitation Nurses
  - Current President Elect & Former President of 2015
- American College of Healthcare Executives
  - Participate in Membership committee to increase memberships